# Diversity and Inclusion in the Missouri Judiciary

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## Purpose

This paper examines the demographics of Missouri Judiciary employees. The data was gathered in an effort to expand upon a similar study completed by the National Center for State Courts (NCSC) in 2017. The results of the data are compared with United States Census Bureau data, where it is available, in an effort to show how the Missouri Judiciary's employee demographics are similar to or different from the populations they serve.

This report serves as a baseline for future reference and to make future decisions impacting the diversity of the Missouri Judiciary's employee population and to address disparities found within the Missouri Judiciary as a whole.

# Introduction

The population of the United States is becoming increasingly diverse. According to the U.S. Census Bureau, "females make up 58% of the civilian labor force, all racial and ethnic minorities grew faster than whites from 2015 to 2016, and the number of people 65 years and older has increased to 16% of our population."[1] This is forcing organizations to examine their own employee demographics and attempt to be reflective of the populations they serve. A recent article in Forbes, titled *Why Workplace Diversity Is So Important, And Why It's So Hard To Achieve*, states, "Diversity gives you access to a greater range of talent, not just the talent that belongs to a particular world-view or ethnicity or some other restricting definition. It helps provide insight into the needs and motivations of all of your client or customer base, rather than just a small part of it."[2]

The U.S. Department of Labor reports the percentage of women in the civilian labor force has been increasing since 1948 while the percentage of men has been decreasing.[3] Increases in access to childcare has also allowed the number of working mothers to increase to 63% for those with their youngest child under the age of three.[4] Utilizing women in the judiciary is important because the United States population is approximately 50% female. Women judges bring lived experiences, which differ from those of males, and tend to be more comprehensive and empathic in their actions, recognizing the consequences for the people who are affected.[5]

According to the Center for American Progress, "One of our nation's foundational principles is that the government should represent the people it serves. As communities of color continue to grow, it is critical that all levels of the federal government are engaged with and responsive to their needs and concerns."[6] All levels of governments are examining their populations and recruiting employees from diverse races, religions, ages, etc. In 2011, Executive Order 13583 established a "Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce."[7]

Besides gender, race and ethnicity, age is another important way to increase diversity within organizations. According to the Huffington Post, "For the first time, there are five generations in the workforce: Traditionalists (also called the Silent Generation, born before 1946), Baby Boomers, Gen-X'ers, Millennials, and the youngest, Generation Z. Such a range has the potential for significant diversity of thought and action."[8] The judiciary must also examine age from a perspective of an aging workforce who are nearing retirement. Examining these age groups allows for succession planning and ensuring that the younger workforce has the requisite knowledge and preparation to fulfill more responsible roles.

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[1] https://www.npr.org/sections/thetwo-way/2017/06/22/533926978/census-finds-a-more-diverse-america-as-whites-lag-growth
[2] https://www.forbes.com/sites/rsmdiscovery/2018/08/22/why-workplace-diversity-is-so-important-and-why-its-so-hard-to-achieve/#59aafe883096
[3] https://www.dol.gov/wb/stats/NEWSTATS/facts/women_lf.htm#CivilianLFSex
[4] https://www.dol.gov/wb/stats/NEWSTATS/facts/women_lf.htm#LFPMotherChild
[5] http://www.unodc.org/dohadeclaration/en/news/2019/01/the-role-of-women-judges-and-a-gender-perspective-in-ensuring-judicial-independence-and-integrity.html
[6] https://www.americanprogress.org/issues/race/news/2011/11/28/10615/a-diverse-government-from-the-top-down/
[7] https://www.dol.gov/general/jobs/commitment-to-a-diverse-workforce
[8] https://www.huffpost.com/entry/lets-be-honest-about-dive_b_9570286

Within the judicial branch of government, discussions about diversity are becoming more common. While progress has been made to ensure courts are inclusive by offering interpreters and creating handicap accessible courtrooms, diversity in court staffing through gender, race/ethnicity and age, is becoming more of a focus. The majority of research about judicial diversity is focused on judges and the effect on rulings. According to Berry, "Judges' personal and professional experiences affect how they approach the cases that come before them. Bringing diverse perspectives ... fosters decision-making that reflects the lived experiences of the whole population, resulting in better, richer jurisprudence."[9] Other judiciary employees, such as clerks, bailiffs and support staff, are also important to examine because they often interact with those the courts serve on a face-to-face basis, prior to and more often than a judge. Making the judiciary more reflective of the populations they serve, "increases the perception of fairness and the credibility of the justice system,"[10] according to the Florida Supreme Court Standing Committee on Fairness and Diversity. Regardless of the job title, judicial diversity is an important topic to discuss and goal to work toward.

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[9] https://www.brennancenter.org/publication/building-diverse-bench-guide-judicial-nominating-commissioners
[10] https://www.flcourts.org/content/download/217603/1971564/FairnessDiversityReport.pdf

# Background

In April 2017, the National Center for State Courts began working with the Missouri Judiciary to review its diversity in comparison with the general Missouri and United States populations. The National Center for State Courts used demographic data from surveys of state-paid judicial employees – both judges and commissioners (not municipal or federal) and non-judges – to better understand the demography of Missouri's judicial employees. Specifically, race, ethnicity, gender, age and education level were analyzed. Any additional data needed was extracted from the judiciary payroll system known as the SAM II database.

## Expanded Data Pool

Although informative, the results of the 2017 effort were incomplete, as all data captured pertained only to **state-paid** judicial employees. (National Center for State Courts, 2017) Within the Missouri judiciary, there are many employees not paid by the state of Missouri and, therefore, not surveyed nor included in the results.

To gather comparable information about **non-state-paid** judicial employees and to expand upon the results of the 2017 data, the Missouri Office of State Courts Administrator issued a self-reporting survey to non-state-paid employees in November 2018. Of the 2,005 individuals surveyed, 1,196 responses were received, for a total response rate of 60%. Filtering out responses from temporary, contractual, grant-funded, municipal (sans the city of St. Louis) and extraneous state-paid employees resulted in a final non-state-paid count of 891 respondents. The 891 responses produced a margin of error of approximately 3.25% and a confidence level of 99%. Survey data was then combined with 2018 judiciary payroll information extracted from the SAM II database, all to gather a more complete picture of Missouri Judiciary employees.

Throughout the report, use of the term "judge" in reference to Missouri judges includes Supreme Court judges, appellate judges, circuit judges and associate circuit judges as well as commissioners.

## Variables Reported

This report provides information about four variables: gender, race/ethnicity, race/ethnicity and gender combined, and age. Each of these variables has its own section and includes data from the 2017 National Center for State Courts study, 2018 payroll data of state-paid employees, 2018 self-reported survey data of non-state-paid employees, self-reported Missouri attorney enrollment data and United States Census Bureau data if available.

It is important to note that, although 2017 and 2018 data are being presented together within this report, these separate results cannot be compared year-to-year. The results from 2017 are included as a reference point but do not include the same population group as 2018.

The percentages shown throughout the report do not always equate to 100% as some participants chose not to report the requested data.

## Breakdown by Method of Judicial Selection

Additionally, the report provides information about the variables broken down further among judges based on the applicable method of judicial selection for their courts use, distinguishing between courts using the **Missouri Nonpartisan Court Plan** and those using **partisan elections**.

In the circuit courts in 109 counties in the state (collectively, "elected courts"), circuit judges and associate circuit judges are elected by popular vote. Vacancies during a term are filled by appointment by the governor until the next general election. Commissioners in these courts typically are selected by the court en banc.

Judges in the remaining courts are selected using the Missouri Nonpartisan Court Plan pursuant to article V, section 21 of the state constitution. Jurisdictions using the Missouri Nonpartisan Court Plan are the circuit courts in Clay, Platte, Jackson, Greene and St. Louis counties and the city of St. Louis, as well as all three districts of the Missouri Court of Appeals and the Supreme Court of Missouri (collectively, "nonpartisan courts"). Commissioners in these courts typically are selected by the court en banc.

For each judicial vacancy under the Missouri Nonpartisan Court Plan, a judicial nominating commission screens applicants, interviews candidates and sends three nominations for the governor's consideration. The governor then has 60 days to select one of the nominees to fill the vacancy. Judges selected under the Missouri Nonpartisan Court Plan must stand in periodic retention elections by the voters.

## Breakdown by Court Size

Finally, this report provides information about the variables broken down further among judges based on the size of their courts. These data tables apply only to judges of the circuit courts, broken down into:
- Metro courts (Jackson County, St. Louis County and the city of St. Louis)
- Mid-size courts – include 6th circuit (Platte County), 7th circuit (Clay County), 11th circuit (St. Charles County), 13th circuit (Boone and Callaway counties), 19th circuit (Cole County), 31st circuit (Greene County), 32nd circuit (Bollinger, Cape Girardeau and Perry counties), 38th circuit (Christian County) and 46th circuit (Taney County)
- Rural courts – include the remaining 34 circuits not listed above

Judges of the Supreme Court of Missouri and the three districts of the Missouri Court of Appeals are excluded from these data tables.

## Executive Summary and Summary Outcomes

Combining all the data for judges, state-paid employees and non-state-paid employees offers a picture of the entire Missouri Judiciary by race/ethnicity and gender:

- Three in four Missouri Judiciary personnel are women (Page 14)

- Compared with the state population's gender ratio, the Missouri Judiciary is overrepresented by females by nearly 25% (Page 14)

- Two out of three Missouri Judiciary personnel are 54 years of age or younger (Page 28)

- Nearly one in six Missouri Judiciary personnel is diverse (Page 25)

- African-Americans represent 10% of Missouri Judiciary personnel – reflective of the state's population (Page 20)

More detailed snapshots of gender, race/ethnicity, race/ethnicity combined with gender, and age follow.

### *Gender Diversity*

- Missouri's judges are 29% female, closely aligning with national data showing 30% of judges are women (Page 11)


More than 1 out of every 4 Missouri judges is female

- The Missouri Nonpartisan Court Plan has resulted in a more gender-diverse bench:
  - In nonpartisan courts, 39% of judges are female
  - In elected courts, 21% of judges are female
  (Page 12)

- The U.S. Census Bureau projects Missouri's 2018 population is 51% female (Page 14)

- Of Missouri's active lawyers who reported their gender, 36% are female, which is underrepresentative of the state's female population by 15% (Pages 11 and 14)

- Of those enrolled in law schools throughout the nation, 48% are female (Page 11)

- Counting state- and non-state-paid employees as well as judges, 3 out of 4 Missouri Judiciary personnel are female (Page 14), which is overrepresentative of the state's female population by nearly 25%

- Excluding judges, 79% of state- and non-state-paid employees are female (Page 14)
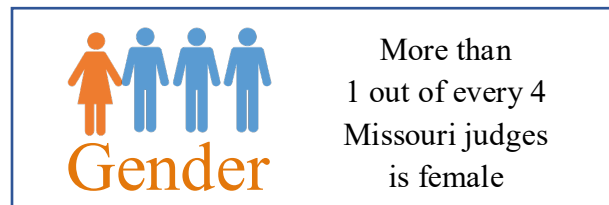
- Court clerks are predominantly female, which explains the higher percentage of females overall when examining non-judge employee data (Page 13)

- Comparing state-paid with non-state-paid employees, male representation doubles due in part to male employees in detention positions (Page 13)

## *Racial/Ethnic Diversity*

- The racial and ethnic composition of Missouri judges is consistent with that of the state's active lawyers reporting their race and ethnicity – 11% of those lawyers are minorities, while 9% of judges are minorities (Page 16)

- The Missouri Nonpartisan Court Plan has resulted in a more racially and ethnically diverse bench:
  - In nonpartisan courts, roughly 1/5 of judges are people of color
  - In elected courts, 3% of judges are people of color

  (Page 17)



Race/Ethnicity of Judges

5% Unknown
9% Minority
86% Caucasian
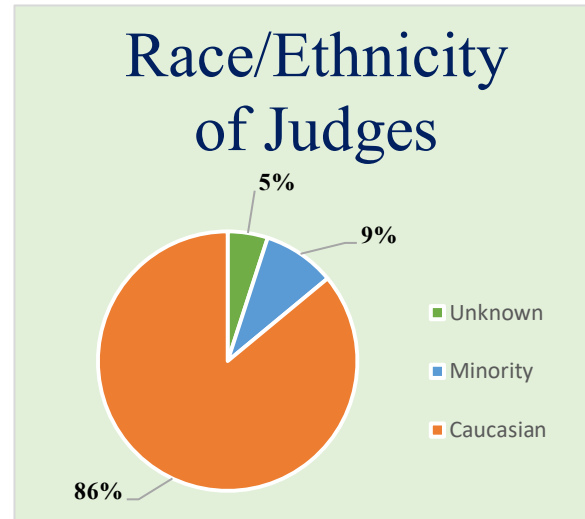
- Nationwide, 20 percent of judges are races and ethnicities other than Caucasian (Page 16)

- Of those enrolled in law schools throughout the nation, 36% are racial and ethnic minorities (Page 16)

- The U.S. Census Bureau projects 19% of Missouri's 2018 population are racial and ethnic minorities (Page 20)

- Counting state- and non-state-paid employees as well as judges, 14% of Missouri Judiciary personnel are racially or ethnically diverse (Page 20)

- Excluding judges, 15% of state- and non-state-paid employees are racial and ethnic minorities (Page 20)

- Of all the judiciary's state-paid employees (excluding judges), 10% are races and ethnicities other than Caucasian (Page 19)

- Non-state-paid employees – of whom nearly 2 in 5 are racial and ethnic minorities – work primarily in the state's 12 single-county circuits, which typically are in more diverse metropolitan areas (Page 19)

- Of Missouri's judges who reported race and ethnicity in addition to gender:
    - 3% are women of color, compared with 8% of judges nationally
    - 5% are men of color, compared with 12% of judges nationally
    - 23% are white women, compared with 22% of judges nationwide who are white non-Hispanic women
    - 63% are white men, compared with 58% of judges nationally who are white non-Hispanic men
    
    (Page 23)

- Of the Missouri Judiciary's non-judge employees who reported race and ethnicity in addition to gender:
    - 11% are women of color
    - 3% are men of color
    - 65% are white women
    - 16% are white men
    
    (Page 25)

- Combining available data for all Missouri Judiciary personnel (judges as well as state- and non-state-paid staff):
    - 61% are white women
    - 21% are white men
    - 11% are women of color
    - 3% are men of color
    
    (Page 25)

- Similar to the gender data, female representation decreases significantly for non-state-paid employees when looking at race/ethnicity and gender, as single-county circuits have more non-state-paid employees, such as detention workers, who are predominantly male (Page 24)

## Gender and Race/Ethnicity, Missouri Judiciary

| | |
|---|---|
| Female/White | 61% |
| Male/White | 21% |
| Female/Non-White | 11% |
| Male/Non-White | 3% |
| Female/Unknown | 3% |
| Male/Unknown | 1% |

0%  20%  40%  60%  80%
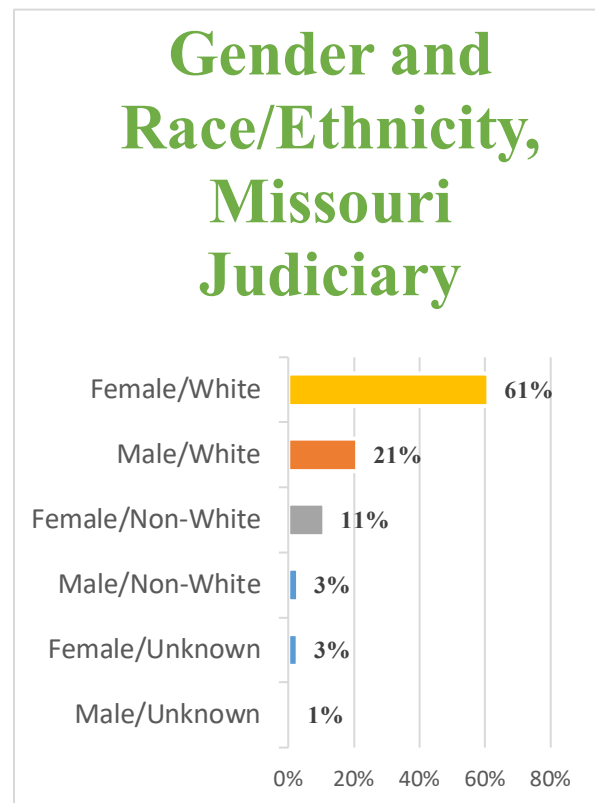
- In Missouri, associate circuit judges must be 25 years old, and all other judges must be 30 years old, and all judges must retire at age 70. Given this limitation:
    - 2 out of every 5 judges are 54 years old or younger
    - 3 out of every 5 judges are 55 years old or older
    - The largest percentage – 44% – are between 55 and 64 years old
  (Page 26)

- Non-judge employees typically are not subject to the same age restrictions. Accordingly:
    - Approximately two-thirds are 54 years old or younger
    - Approximately one-third are 55 years old or older
    - The largest percentage – 39% – are between 40 and 54 years old
  (Page 28)

- Combining available data for judges as well as state- and non-state-paid staff:
    - Nearly 2 out of 3 Missouri Judiciary personnel are 54 years of age or younger
    - Removing Missourians in the "other" age group – younger than 18 or older than 70 – from the 2018 U.S. Census Bureau projections, the judiciary closely reflects Missouri's population as a whole, of whom:
        - 47% are 54 or younger
        - 19% are 55 or older
  (Page 28)
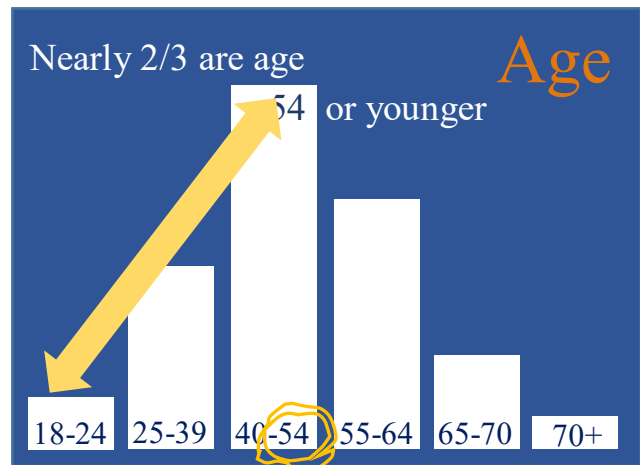


It is hoped these summary outcomes, determined from the data provided in the body of the report, will assist leadership in determining appropriate next steps.

# Missouri Judiciary by Gender

*Judges*
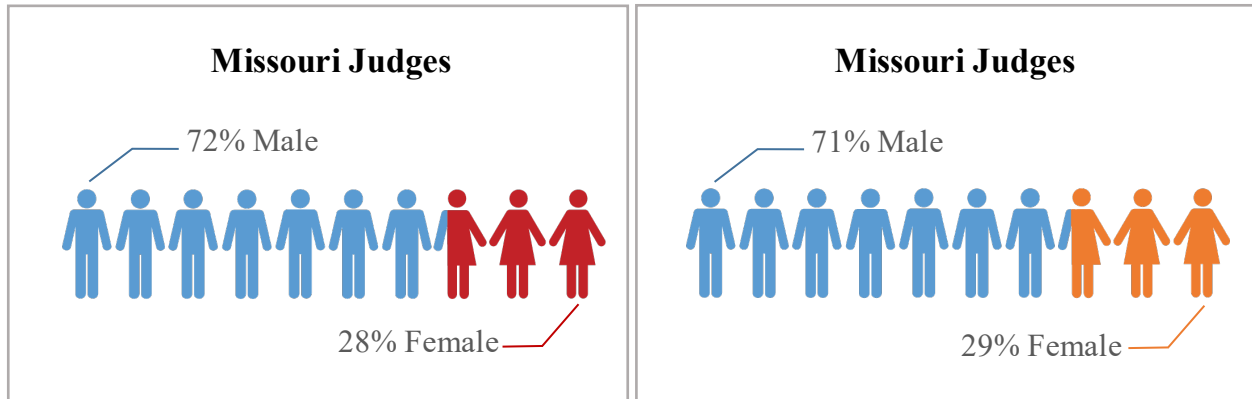


74% survey response rate                    100% of judges per SAM II data

## 2017 State-Paid Employees
- 72% of judges were male
- 28% were female

## 2018 State-Paid Employees
- 71% of judges were male
- 29% were female

**National Data** (National Center for State Courts, 2017):

**Nationwide Bench** | 70% of judges were male and 30% were female.

**Law School Admissions** | The 2017 NCSC study showed national law school admissions by gender were virtually even, with 52% male and 48% female.

**The Missouri Bar** | Of the 83% of active lawyers licensed to practice law in Missouri who reported their gender in 2019, 36% are female and 64% are male.

✓ Missouri's judges are reflective of national data:
more judges are male than female

## *Missouri Judges – Breakdown by Method of Judicial Selection*

The data following show the breakdown of all judges in nonpartisan and elected courts, the breakdown of judges in the nonpartisan and elected circuit courts, and the Supreme Court of Missouri and Missouri Court of Appeals (both of which are nonpartisan), separately.

### Judges in All Nonpartisan vs. Elected Courts

| Nonpartisan Courts | Judges | Census Data* |
|---|---|---|
| Counts | 180 | |
| Gender | | |
| Female | 39% | 51% |
| Male | 61% | 49% |

| Elected Courts | Judges | Census Data |
|---|---|---|
| Counts | 235 | |
| Gender | | |
| Female | 21% | 50% |
| Male | 79% | 50% |

*Census data for the nonpartisan courts includes Clay, Platte, Jackson, Greene, and St. Louis counties; the city of St. Louis; the Southern, Western, and Eastern appellate districts; and the Supreme Court.*

### Judges in Nonpartisan Circuit Courts vs. Elected Circuit Courts

| Nonpartisan Courts | Judges | Census Data* |
|---|---|---|
| Counts | 142 | |
| Gender | | |
| Female | 41% | 51% |
| Male | 59% | 49% |

| Elected Courts | Judges | Census Data |
|---|---|---|
| Counts | 235 | |
| Gender | | |
| Female | 21% | 50% |
| Male | 79% | 50% |

*Census data for the nonpartisan courts includes Clay, Platte, Jackson, Greene, and St. Louis counties; and the city of St. Louis.*

### Judges on Supreme Court of Missouri and Missouri Court of Appeals

| Supreme Court of Missouri and Missouri Court of Appeals | Judges | Census Data |
|---|---|---|
| Counts | 38 | |
| Gender | | |
| Female | 34% | 51% |
| Male | 66% | 49% |

- Nonpartisan courts reflect greater female representation than elected courts – 39% compared with 21%, respectively. Almost 2/5 of judges in nonpartisan courts are female.
- Gender is more reflective of census data in nonpartisan courts than in elected courts for the same geographical areas.
- Elected courts represent a greater number of judges than appointed courts.

## *Judicial Employees Excluding Judges*



**State-Paid Employees**

14% Male

86% Female

**State-Paid Employees**

16% Male
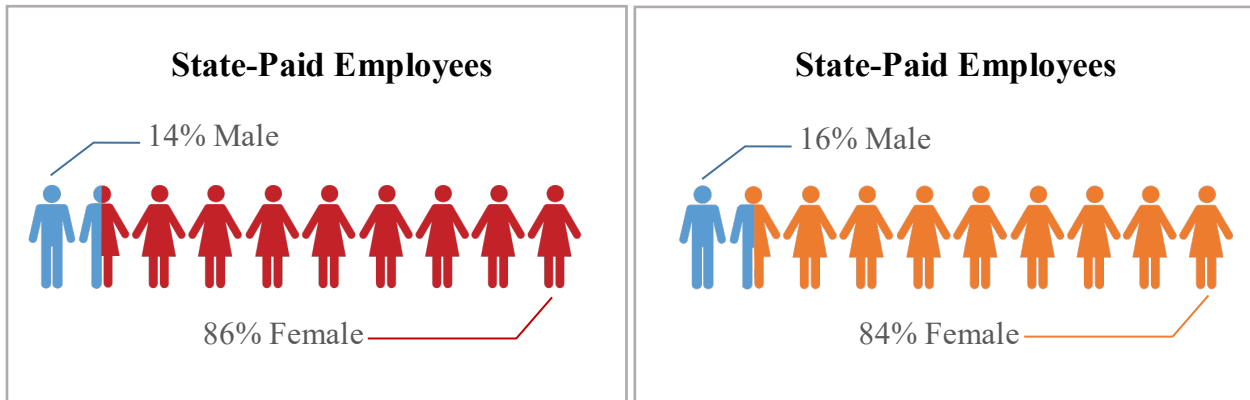
84% Female

*\*Employees includes state-paid employees only, not judges*

### 2017 State-Paid Employees

- 14% were male
- 86% were female

### 2018 State-Paid Employees

- 16% were male
- 84% were female

There was a 2 percentage point difference from 2017 to 2018 for state-paid, non-judge employees. Because job titles are not available from the 2017 NCSC study, the reason(s) for the differences between years cannot be determined.

### 2018 Non-State-Paid Employees
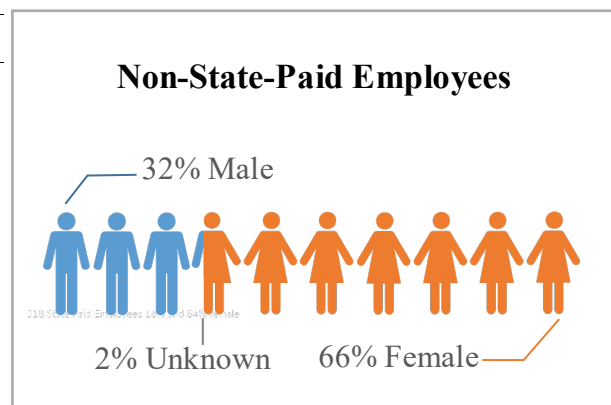
- 32% were male
- 66% were female
- 2% were unknown

The 2018 self-reported survey is important because it provides data about **non-state-paid** judicial employees – a significant number of judicial employees who were omitted from the National Center for State Courts study.



**Non-State-Paid Employees**

32% Male

2% Unknown     66% Female

*\*Of the 2,005 individuals surveyed,1,196 responses were received, for a total response rate of 60%. Filtering out responses from temporary, contractual, grant-funded, municipal (sans the city of St. Louis) and extraneous state-paid employees resulted in a final non-state-paid count of 891 respondents. The 891 responses produced a margin of error of approximately 3.25% and a confidence level of 99%.*

The higher percentage of male employees is due to single-county circuits that have more non-state-paid employees, such as detention workers, who are predominantly male.

✓ Court clerks are predominantly female, which explains the higher percentage of females overall when examining non-judge employee data

✓ From state-paid to non-state-paid employees, male representation doubles due in part to male employees in detention positions

## All Non-Judge Employees

20% Male

1% Unknown    79% Female

## All Judiciary Personnel

25% Male
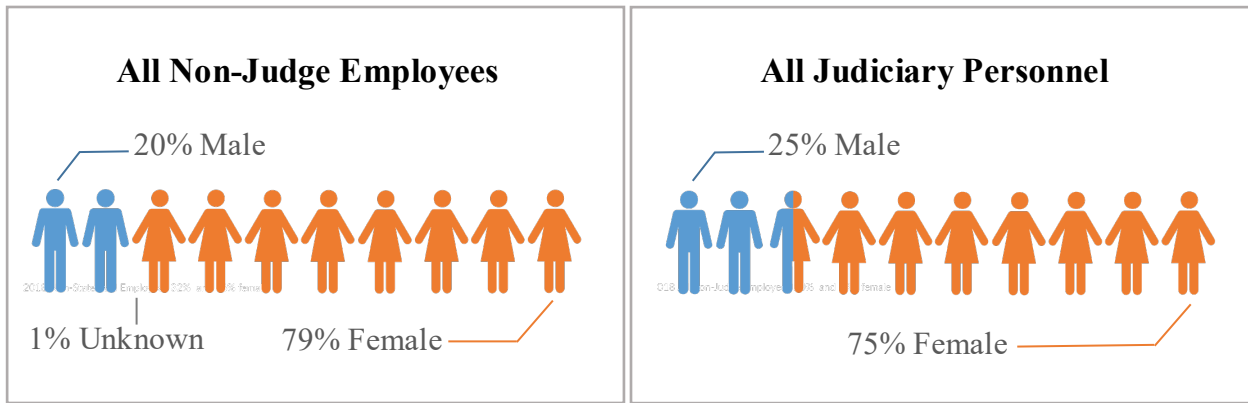
75% Female

*Personnel includes employees and judges

### Combined 2018 Non-State-Paid and State-Paid Employees

- 20% of all non-judge employees were male
- 79% were female
- 1% were unknown

- 25% of all judiciary personnel were male
- 75% were female

✓ State- and non-state-paid employees, which does not include judges, are 79% female and 20% male

✓ State- and non-state-paid employees *and* judges are 75% female and 25% male – a more complete picture of the Missouri Judiciary by gender

### *United States Census Bureau Data*

The state of Missouri projected population data for 2018 provided by the United States Census Bureau shows the state population is split almost exactly in half, with 51% female and 49% male. (United States Census Bureau, 2018) (See Appendix C for additional information.)

When the gender data for the Missouri Judiciary as a whole is examined, the ratio is better but still not reflective of the Missouri population.

**Missouri Census**

49% Male
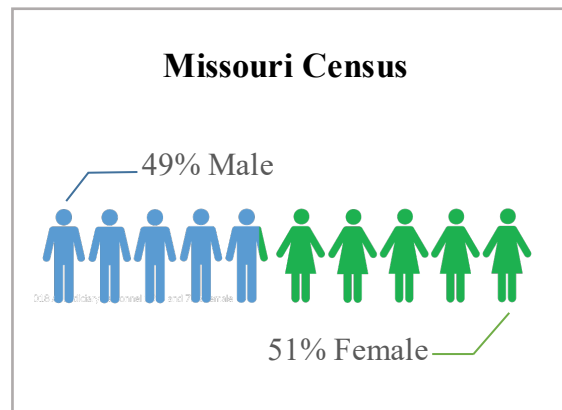
51% Female

✓ In comparison with the state's gender ratio, the Missouri Judiciary employee population is overrepresented by females by approximately 25%

✓ Of the 83% of active lawyers licensed to practice law in Missouri who reported gender, 36% are female, while 29% of Missouri judges are female

## Metro-Area Courts

- In metro-area courts, judges are 43% female, which is much closer than mid-size or rural courts to the census data for the same areas.

| Metro-Area Courts* | Judges | Employees | Census Data |
|---|---|---|---|
| Counts | 112 | 1,052 | |
| Gender | | | |
| Female | 43% | 78% | 52% |
| Male | 57% | 21% | 48% |
| Unknown | | 1% | |

*Include the circuit courts of Jackson County, St. Louis County and the city of St. Louis.*

## Mid-Size Courts

- In mid-size courts, the employee workforce is mostly female.

| Mid-Size Courts* | Judges | Employees | Census Data |
|---|---|---|---|
| Counts | 72 | 714 | |
| Gender | | | |
| Female | 36% | 79% | 51% |
| Male | 64% | 20% | 49% |
| Unknown | | 1% | |

*Include the following circuit courts: 6th (Platte County), 7th (Clay County), 11th (St. Charles County), 13th (Boone and Callaway counties), 19th (Cole County), 31st (Greene County), 32nd (Bollinger, Cape Girardeau and Perry counties), 38th (Christian County) and 46th (Taney County).*

## Rural Courts

- In rural courts, judges are predominantly male, while employees are predominantly female.
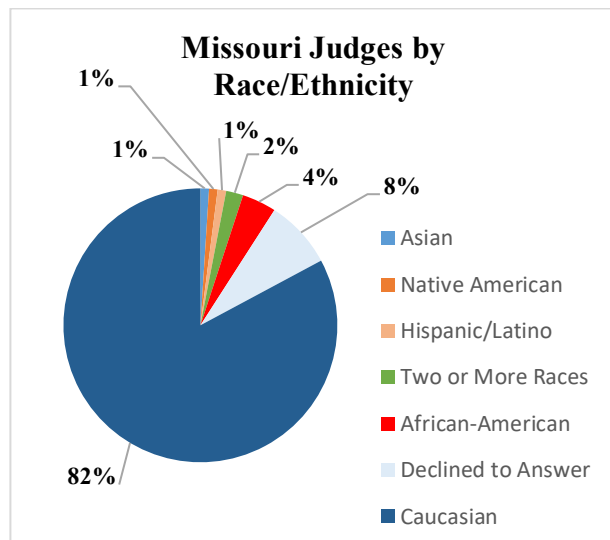
| Rural Courts* | Judges | Employees | Census Data |
|---|---|---|---|
| Counts | 193 | 1,521 | |
| Gender | | | |
| Female | 17% | 81% | 50% |
| Male | 83% | 19% | 50% |
| Unknown | | | |

*Include the remaining 34 circuit courts.*

# Missouri Judiciary by Race/Ethnicity

*Judges*

**Missouri Judges by Race/Ethnicity**

Asian — 1%
Native American — 1%
Hispanic/Latino — 1%
Two or More Races — 2%
African-American — 4%
Declined to Answer — 8%
Caucasian — 82%

Legend:
- Asian
- Native American
- Hispanic/Latino
- Two or More Races
- African-American
- Declined to Answer
- Caucasian

74% survey response rate

**Missouri Judges by Race/Ethnicity**

Asian — 5%
2 or More Races — 1%
Hispanic/Latino — 0%
Native American — 1%
Unknown — 1%
African-American — 6%
Caucasian — 86%

Legend:
- Asian
- 2 or More Races
- Hispanic/Latino
- Native American
- Unknown
- African-American
- Caucasian

100% of judges per SAM II data

## 2017 State-Paid Employees

- 82% of judges were Caucasian
- 4% were African-American
- 2% were Two or More Races
- 1% were Hispanic/Latino
- 1% were Native American or Alaskan Native
- 1% were Asian
- 8% Declined to Answer

## 2018 State-Paid Employees

- 86% of judges were Caucasian
- 6% were African-American
- 1% were Native American
- 1% were Hispanic/Latino
- 1% were 2 or More Races
- 5% were Unknown
- 0% were Asian

**National Data** (National Center for State Courts, 2017):

**Nationwide Bench** | 80% of judges were Caucasian. 20% were judges of color.

**Law School Admissions** | The 2017 NCSC study showed 64% of those admitted to national law schools from 2010-2015 were Caucasian, 11% were African-American, 11% were Hispanic/Latino, 10% were Asian, and 2% were Native American and Puerto Rican each.

**The Missouri Bar** | Of the 46% of the active lawyers licensed to practice law in Missouri who reported their race and ethnicity in 2019, 88% are Caucasian, 5% are African-American, 2% are Asian, 2% are Hispanic, 2% is split between American Indian, Multiracial, and Native Hawaiian, and 1% reported as unknown.

✓ 9% of Missouri judges are races/ethnicities other than Caucasian, in comparison with 20% of judges nationwide

## Missouri Judges – Breakdown by Method of Judicial Selection

The data following show the breakdown of all judges in nonpartisan and elected courts, the breakdown of judges in the nonpartisan and elected circuit courts, and the Supreme Court of Missouri and Missouri Court of Appeals (both of which are nonpartisan), separately.

### Judges in All Nonpartisan vs. Elected Courts

| All Nonpartisan Courts | Judges | Census Data* |
|---|---|---|
| Counts | 180 | |
| Race/Ethnicity | | |
| African-American | 14% | 12% |
| Asian | 2% | 2% |
| Caucasian | 77% | 80% |
| Hispanic or Latino | 2% | 4% |
| Native American | | 1% |
| 2 or More Races | 1% | |
| Unknown/Declined to Respond | 4% | |

| Elected Courts | Judges | Census Data |
|---|---|---|
| Counts | 235 | |
| Race/Ethnicity | | |
| African-American | | 4% |
| Asian | | 1% |
| Caucasian | 92% | 91% |
| Hispanic or Latino | 1% | 3% |
| Native American | 1% | 1% |
| 2 or More Races | 1% | |
| Unknown/Declined to Respond | 5% | |

*Census data for the nonpartisan courts includes Clay, Platte, Jackson, Greene, and St. Louis counties; the city of St. Louis; the Southern, Western, and Eastern appellate districts; and the Supreme Court.*

### Judges in Nonpartisan Circuit Courts vs. Elected Circuit Courts

| Nonpartisan Circuit Courts | Judges | Census Data* |
|---|---|---|
| Counts | 142 | |
| Race/Ethnicity | | |
| African-American | 15% | 22% |
| Asian | 1% | 3% |
| Caucasian | 77% | 69% |
| Hispanic or Latino | 2% | 5% |
| Native American | | 1% |
| 2 or More Races | 1% | |
| Unknown/Declined to Respond | 4% | |

| Elected Circuit Courts | Judges | Census Data |
|---|---|---|
| Counts | 235 | |
| Race/Ethnicity | | |
| African-American | | 4% |
| Asian | | 1% |
| Caucasian | 92% | 91% |
| Hispanic or Latino | 1% | 3% |
| Native American | 1% | 1% |
| 2 or More Races | 1% | |
| Unknown/Declined to Respond | 5% | |

*Census data for the nonpartisan courts includes Clay, Platte, Jackson, Greene, and St. Louis counties; and the city of St. Louis.*

## Judges on Supreme Court of Missouri and Missouri Court of Appeals

| Supreme Court of Missouri and Missouri Court of Appeals | Judges | Census Data |
|---|---|---|
| **Counts** | **38** | |
| **Race/Ethnicity** | | |
| African-American | 11% | 12% |
| Asian | 3% | 2% |
| Caucasian | 82% | 80% |
| Hispanic or Latino | | 4% |
| Native American | | 1% |
| 2 or More Races | | |
| Unknown/Declined to Respond | 5% | |

- Minority representation in nonpartisan courts is significantly higher than in elected courts – 19% compared with 3%, respectively. Roughly 1/5 of judges in nonpartisan courts are of color.
- Minority representation in the appellate courts is reflective of census data (see Page 20).
- Elected courts represent a greater number of judges than appointed courts.

### State-Paid Employees by Race/Ethnicity

1% 1% 1% 1%
2%
7%
7%

- Hispanic/Latino
- Native American
- Asian
- Two or More Races
- African-American
- Declined to Answer
- Caucasian

81%

### State-Paid Employees by Race/Ethnicity

1% 1%
6%
8%

- Hispanic/Latino
- Asian
- Unknown
- African-American
- Caucasian

84%
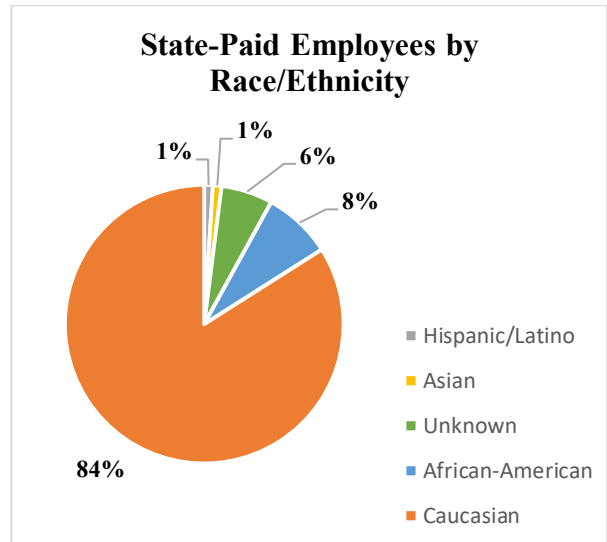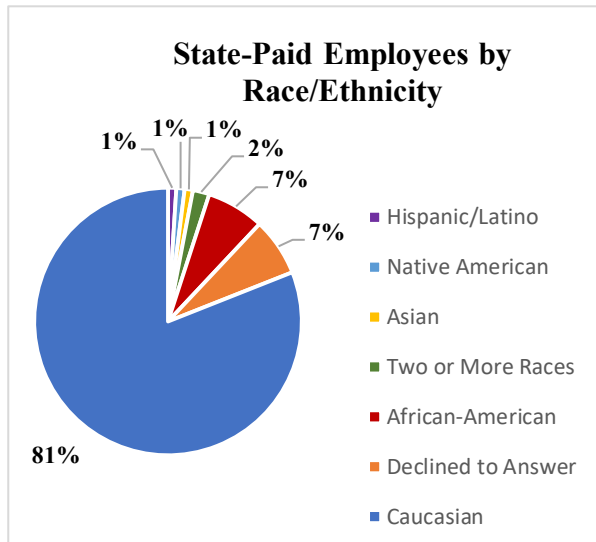
## 2017 State-Paid Employees

- 81% of state-paid employees were Caucasian
- 7% were African-American
- 2% were Two or More Races
- 1% were Asian
- 1% Native American
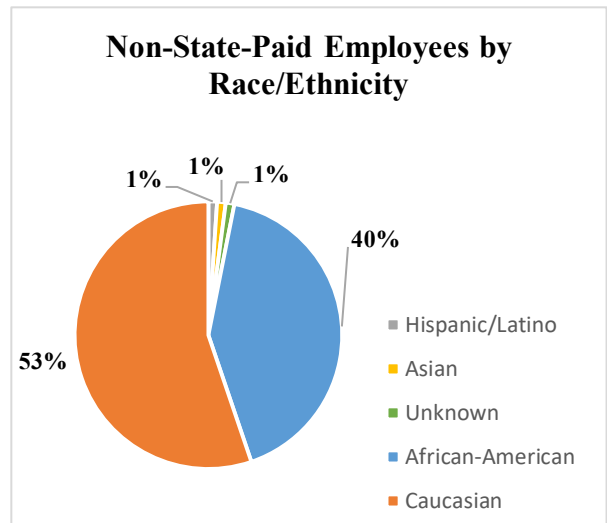- 1% Hispanic/Latino

## 2018 State-Paid Employees

- 84% of state-paid employees were Caucasian
- 8% were African-American
- 1% were Hispanic/Latino
- 1% were Asian
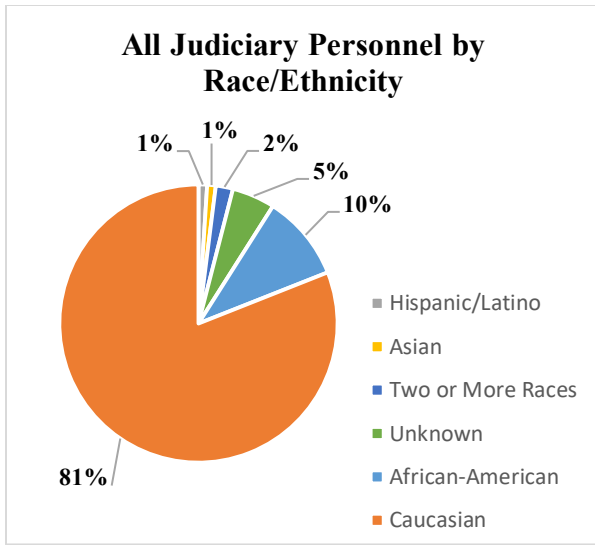- 6% were Unknown

## 2018 Non-State-Paid Employees

- 53% of non-state-paid employees were Caucasian
- 40% were African-American
- 1% were Hispanic/Latino
- 1% were Asian

The 2018 self-reported survey is important because it provides data about **non-state-paid** judicial employees – a significant number of judicial employees who were omitted from the National Center for State Courts study.

*Of the 2,005 individuals surveyed, 1,196 responses were received, for a total response rate of 60%. Filtering out responses from temporary, contractual, grant-funded, municipal (sans the city of St. Louis) and extraneous state-paid employees resulted in a final non-state-paid count of 891 respondents. The 891 responses produced a margin of error of approximately 3.25% and a confidence level of 99%.

### Non-State-Paid Employees by Race/Ethnicity

1% 1% 1%
40%

- Hispanic/Latino
- Asian
- Unknown
- African-American
- Caucasian

53%

✔ 10% of state-paid employees are races and ethnicities other than Caucasian
✔ Non-state-paid employees primarily work in the 12 single-county circuits, which typically are more diverse metropolitan areas

## All Non-Judge Employees by Race/Ethnicity



- 1%
- 1%
- 2%
- 5%
- 11%
- 81%

Legend:
- Hispanic/Latino
- Asian
- Two or More Races
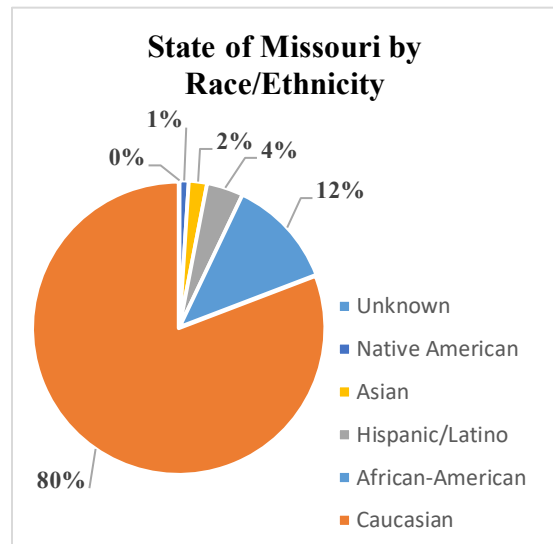- Unknown
- African-American
- Caucasian

## All Judiciary Personnel by Race/Ethnicity



- 1%
- 1%
- 2%
- 5%
- 10%
- 81%

Legend:
- Hispanic/Latino
- Asian
- Two or More Races
- Unknown
- African-American
- Caucasian
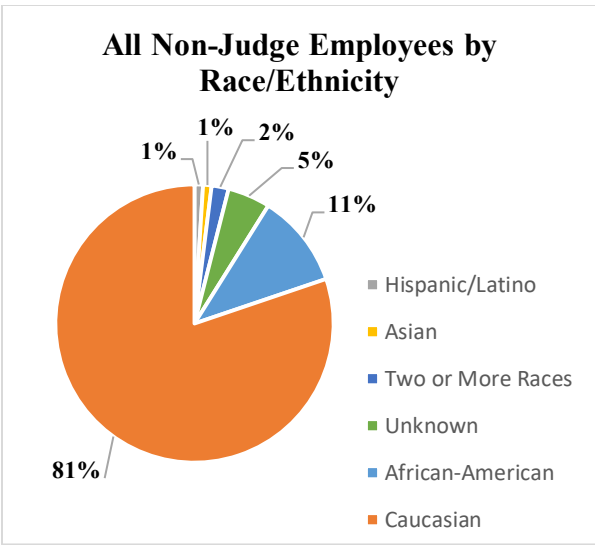
### Combined 2018 Non-State-Paid and State-Paid Employees

- 81% of all non-judge employees were Caucasian
- 11% were African-American
- 5% identified as Unknown
- 2% were Two or More Races
- 1% were Asian
- 1% were Hispanic/Latino

- 81% of personnel were Caucasian
- 10% were African-American
- 5% identified as Unknown
- 2% identified as Two or More Races
- 1% were Asian
- 1% were Hispanic/Latino

### *United States Census Bureau Data*

The state of Missouri projected population data for 2018 provided by the United States Census Bureau shows the state population is 80% Caucasian, 12% African-American, 4% Hispanic/Latino, 2% Asian and 1% Native American. (United States Census Bureau, 2018) (See Appendix C for additional information.)

Considering the entire judiciary, Caucasians represented 81% of the workforce and African-Americans 10%. This falls more in line with the census data.

## State of Missouri by Race/Ethnicity



- 1%
- 0%
- 2%
- 4%
- 12%
- 80%

Legend:
- Unknown
- Native American
- Asian
- Hispanic/Latino
- African-American
- Caucasian

✓ African-Americans represent 10% of the entire Missouri judiciary workforce – this is reflective of the U.S. Census data for Missouri

## Metro-Area Courts

- Metro-area courts have far greater minority populations, which is reflected in the race and ethnicity of their court staff.
- African-Americans represent about one-third of employees in metro-area courts.

| Metro-Area Courts* | Judges | Employees | Census Data |
|---|---|---|---|
| **Counts** | **112** | **1,052** | |
| **Race/Ethnicity** | | | |
| African-American | 19% | 30% | 32% |
| Asian | 2% | 2% | 3% |
| Caucasian | 73% | 58% | 61% |
| Hispanic or Latino | 1% | 2% | 5% |
| Native American | | | |
| 2 or More Races | 1% | 3% | |
| Unknown/Declined to Respond | 4% | 5% | |

*Include the circuit courts of Jackson County, St. Louis County and the city of St. Louis.*

## Mid-Size Courts

- Mid-size courts have minority representation comparable with the census data for those same areas.

| Mid-Size Courts* | Judges | Employees | Census Data |
|---|---|---|---|
| **Counts** | **72** | **714** | |
| **Race/Ethnicity** | | | |
| African-American | | 5% | 5% |
| Asian | | | 1% |
| Caucasian | 95% | 87% | 90% |
| Hispanic or Latino | 4% | 1% | 4% |
| Native American | | | 1% |
| 2 or More Races | | 2% | |
| Unknown/Declined to Respond | 1% | 4% | |

*Include the following circuit courts: 6th (Platte County), 7th (Clay County), 11th (St. Charles County), 13th (Boone and Callaway counties), 19th (Cole County), 31st (Greene County), 32nd (Bollinger, Cape Girardeau and Perry counties), 38th (Christian County) and 46th (Taney County).*

## Rural Courts

- Rural communities tend to be largely white and the race/ethnicity data reflects that.

| Rural Courts* | Judges | Employees | Census Data |
|---|---|---|---|
| **Counts** | **193** | **1,521** | |
| **Race/Ethnicity** | | | |
| African-American | | 2% | 3% |
| Asian | | | 1% |
| Caucasian | 91% | 90% | 92% |
| Hispanic or Latino | | 1% | 3% |
| Native American | 2% | 1% | 1% |
| 2 or More Races | 2% | 1% | |
| Unknown/Declined to Respond | 6% | 5% | |

*Include the remaining 34 circuit courts.*

## *Judges*

**Missouri Judges**

| | |
|---|---|
| Male/White | **68%** |
| Female/White | **24%** |
| Male/Non-White | **4%** |
| Female/Non-White | **4%** |

0%  20%  40%  60%  80%  100%

74% survey response rate

**Missouri Judges**

| | |
|---|---|
| Male/White | **63%** |
| Female/White | **23%** |
| Male/Non-White | **5%** |
| Female/Non-White | **3%** |
| Male/Unknown | **3%** |
| Female/Unknown | **2%** |

0%  20%  40%  60%  80%  100%
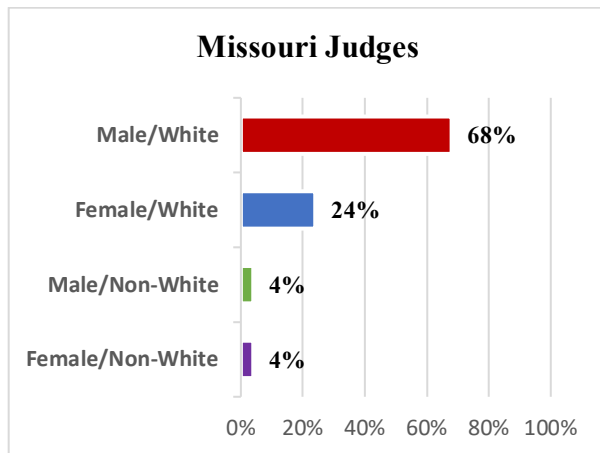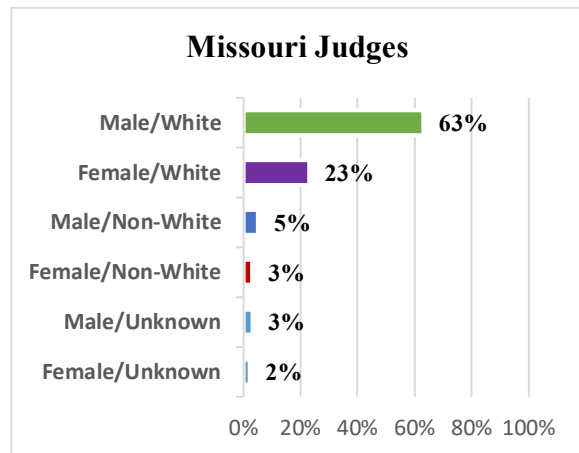
100% of judges and commissioners per SAM II data. The total for all groups is less than 100% because of rounding.

**2017 State-Paid Employees**
- 68% of judges were white males
- 24% were white females
- 4% were non-white males
- 4% were non-white females

**2018 State-Paid Employees**
- 63% of judges were white males
- 23% were white females
- 5% were non-white males
- 3% were non-white females

**National Data** (National Center for State Courts, 2017):

**Nationwide Bench** | 58% of judges were white non-Hispanic males, 22% were white non-Hispanic women, and men and women of color were 12% and 8%, respectively.
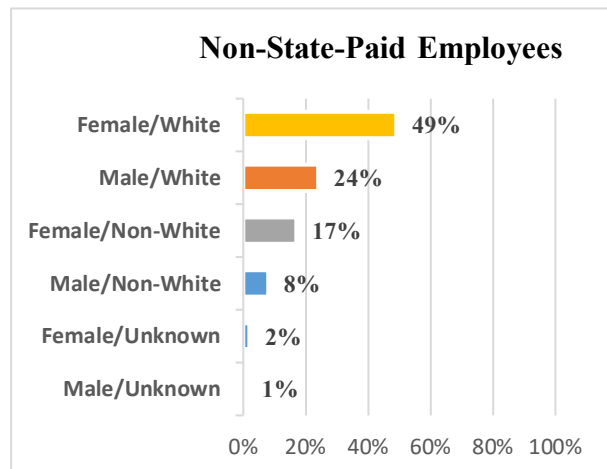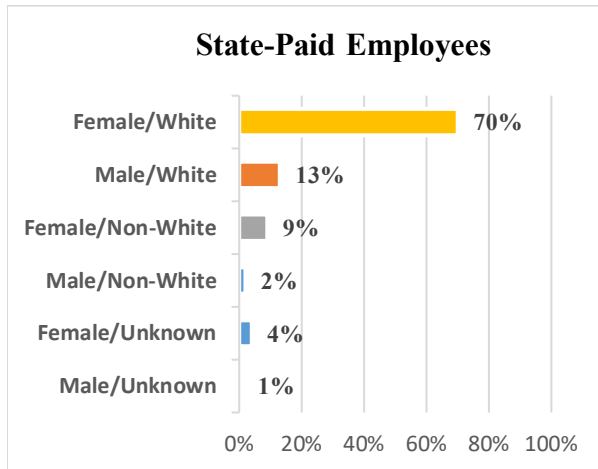
**Law School Admissions** | The 2017 NCSC study did not include data for national law school admissions by race/ethnicity and gender combined.

✓ 5% of Missouri judges are non-white males, lower than the 12% percent national average

## *Judicial Employees Excluding Judges*

The National Center for State Courts did not look at data for gender *and* race/ethnicity for state-paid employees. There is no data for comparison of the 2018 judicial payroll and self-reported survey data.

**State-Paid Employees**

| Category | Value |
|---|---|
| Female/White | 70% |
| Male/White | 13% |
| Female/Non-White | 9% |
| Male/Non-White | 2% |
| Female/Unknown | 4% |
| Male/Unknown | 1% |

**Non-State-Paid Employees**

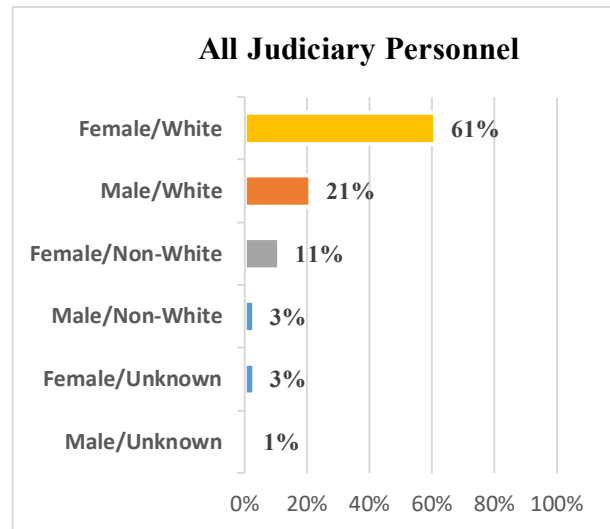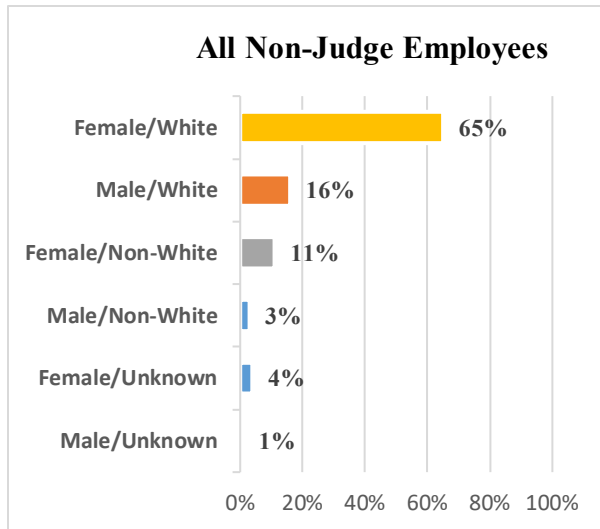| Category | Value |
|---|---|
| Female/White | 49% |
| Male/White | 24% |
| Female/Non-White | 17% |
| Male/Non-White | 8% |
| Female/Unknown | 2% |
| Male/Unknown | 1% |

### 2018 State-Paid Employees

- 70% of state-paid employees were white females
- 13% were white males
- 9% were non-white females
- 2% were non-white males

### 2018 Non-State-Paid Employees

- 49% of non-state-paid employees were white females
- 24% were white males
- 17% were non-white females
- 8% were non-white males

*Of the 2,005 individuals surveyed, 1,196 responses were received, for a total response rate of 60%. Filtering out responses from temporary, contractual, grant-funded, municipal (sans the city of St. Louis) and extraneous state-paid employees resulted in a final non-state-paid count of 891 respondents. The 891 responses produced a margin of error of approximately 3.25% and a confidence level of 99%.

✓ Similar to the gender data, female representation decreases significantly for
non-state-paid employees when looking at gender *and* race/ethnicity,
as single-county circuits have more non-state-paid employees,
such as detention workers, who are predominantly male

**All Non-Judge Employees**

| | |
|---|---|
| Female/White | 65% |
| Male/White | 16% |
| Female/Non-White | 11% |
| Male/Non-White | 3% |
| Female/Unknown | 4% |
| Male/Unknown | 1% |

0%  20%  40%  60%  80%  100%

**All Judiciary Personnel**

| | |
|---|---|
| Female/White | 61% |
| Male/White | 21% |
| Female/Non-White | 11% |
| Male/Non-White | 3% |
| Female/Unknown | 3% |
| Male/Unknown | 1% |

0%  20%  40%  60%  80%  100%

## Combined 2018 Non-State-Paid and State-Paid Employees

- 65% of non-judge employees were white females
- 16% were white males
- 11% were non-white females
- 3% were non-white males

- 61% of all employees were white females
- 21% were white males
- 11% were non-white females
- 3% were non-white males

✓ Combining the data offers a picture of the entire Missouri Judiciary by gender *and* race/ethnicity – nearly one in six is diverse and three in four are women
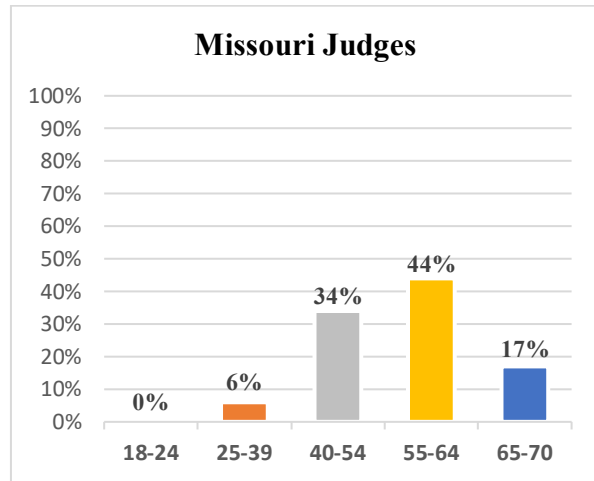
## Judges

| | Missouri Judges |
|---|---|
| |  |
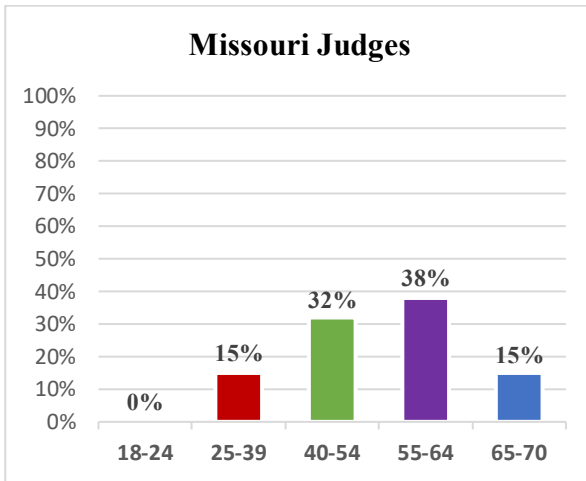
74% survey response rate

| | Missouri Judges |
|---|---|
| |  |

100% of judges per SAM II data. The total for all age groups is greater than 100% because of rounding.

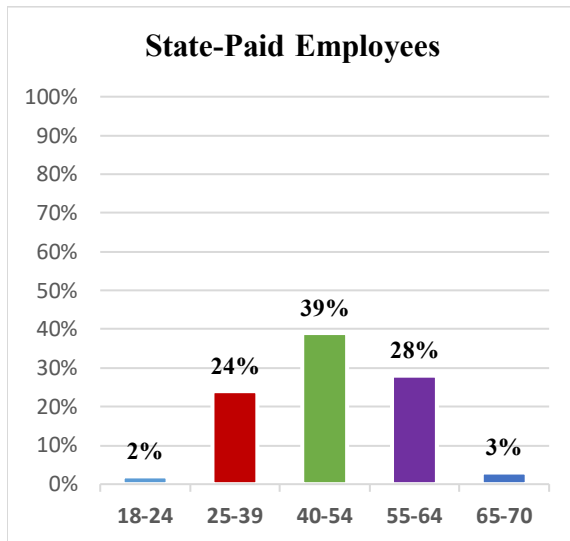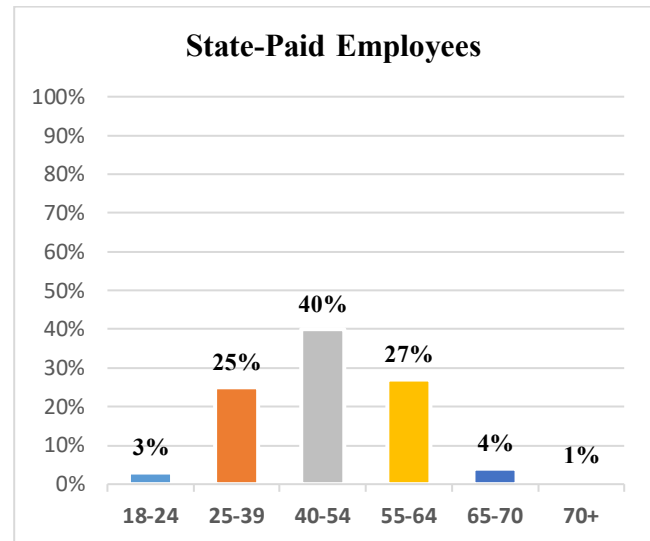| 2017 State-Paid Employees | 2018 State-Paid and Non-State-Paid Employees |
|---|---|
| • 38% of Missouri judges were 55-64 years of age<br>• 32% were 40-54 years of age | • 44% of Missouri judges were 55-64 years of age<br>• 34% were 40-54 years of age |
| *The minimum age to be an associate circuit judge in Missouri is 25 years of age. The minimum age to be a circuit, appellate or Supreme Court judge in Missouri is 30 years of age. | *The minimum age to be an associate circuit judge in Missouri is 25 years of age. The minimum age to be a circuit, appellate or Supreme Court judge in Missouri is 30 years of age. |

✓ Two out of every five judges is 54 years of age or younger

**State-Paid Employees**



3% declined to answer

**State-Paid Employees**



## 2017 State-Paid Employees

- 39% of state-paid employees were 40-54 years of age
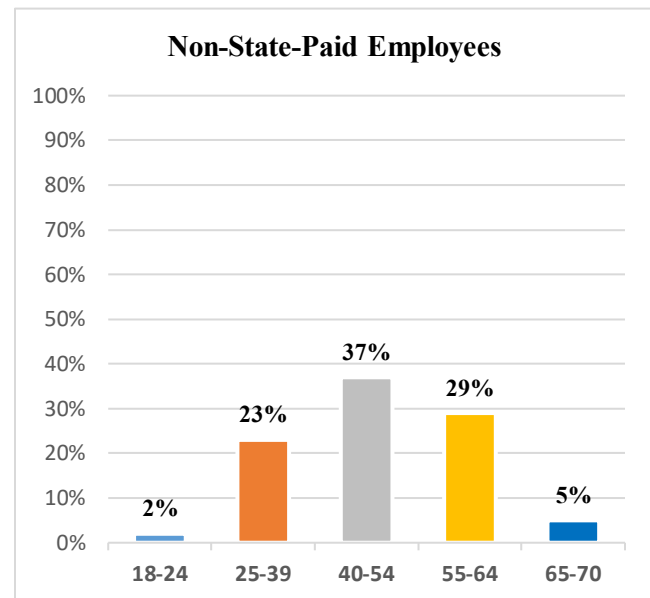- 28% were 55-64
- 24% were 25-39

## 2018 State-Paid Employees

- 40% of state-paid employees were 40-54 years of age
- 27% were 55-64
- 25% were 25-39

## 2018 Non-State-Paid Employees

- 37% of non-state-paid employees were 40-54 years of age
- 29% were 55-64 years of age
- 23% were 25-39 years of age

The 2018 self-reported survey is important because it provides data about **non-state-paid** judicial employees – a significant number of judicial employees who were omitted from the National Center for State Courts study.

*Of the 2,005 individuals surveyed, 1,196 responses were received, for a total response rate of 60%. Filtering out responses from temporary, contractual, grant-funded, municipal (sans the city of St. Louis) and extraneous state-paid employees resulted in a final non-state-paid count of 891 respondents. The 891 responses produced a margin of error of approximately 3.25% and a confidence level of 99%.

**Non-State-Paid Employees**



3% declined to answer

✓ There is no significant age difference between state-paid and non-state-paid employees – the highest representation is 40-54 years of age

**All Non-Judge Employees**

- 18-24: 3%
- 25-39: 25%
- 40-54: 39%
- 55-64: 28%
- 65-70: 4%
- 70+: 1%

1% declined to answer



**All Judiciary Personnel**

- 18-24: 2%
- 25-39: 23%
- 40-54: 39%
- 55-64: 29%
- 65-70: 5%
- 70+: 1%

1% declined to answer

Combined 2018 Non-State-Paid Employees and State-Paid Employees

- 39% of non-judge employees were 40-54 years of age
- 28% were 55-64 years of age
- 25% were 25-39 years of age

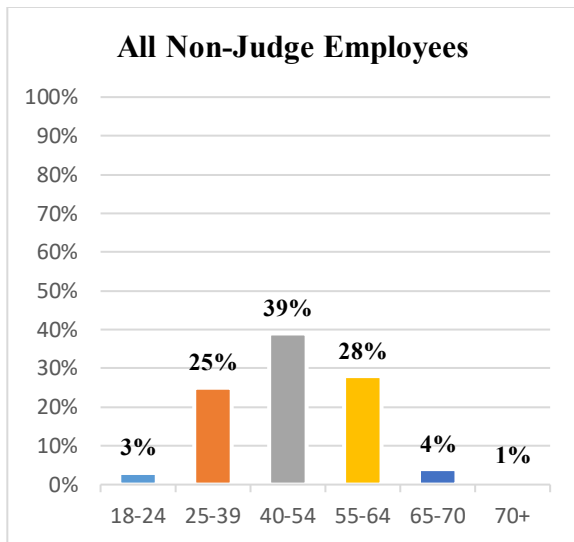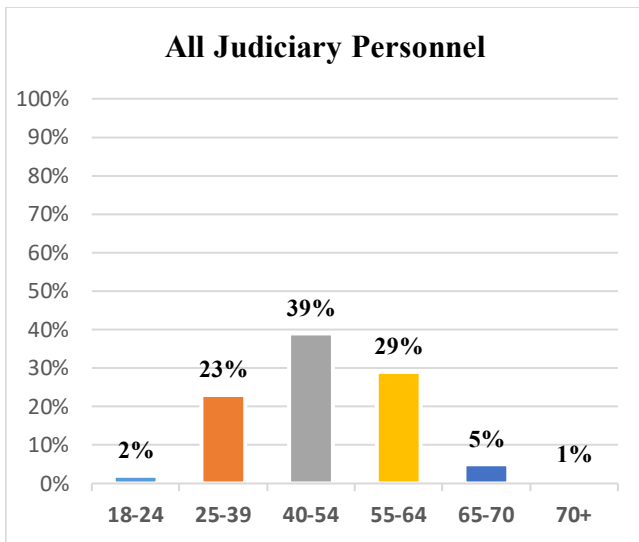- 39% of all judicial personnel were 40-54 years of age
- 29% were 55-64 years of age
- 23% were 25-39 years of age

*United States Census Bureau Data*

The Missouri Census Data shows most of the citizens of the state of Missouri in the "Other" age group – under 18 or over 70. (United States Census Bureau, 2018) (See Appendix C for additional information.)

When "Other" is removed, 20% of the Missouri population is 25-39 years old, closely reflective of the Missouri judiciary as a whole. However, personnel aged 40-64 years are at much higher percentages than reflective of the Missouri population.



**Missouri Census by Age Group**

- 18-24: 9%
- 25-39: 20%
- 40-54: 18%
- 55-64: 13%
- 65-70: 6%
- Other: 34%
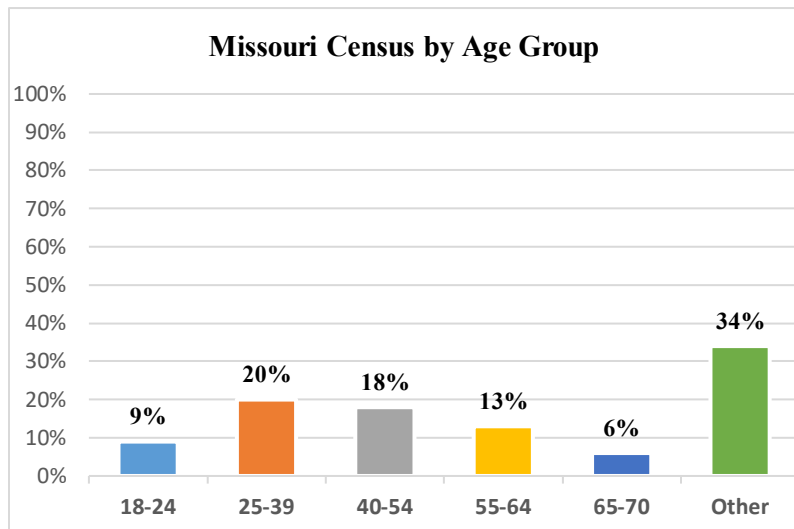
✓ Nearly two out of three Missouri Judiciary personnel – judges and state- and non-state-paid employees – is 54 years of age or younger

## Metro-Area Courts

| Metro-Area Courts* | Judges | Employees | Census Data |
|---|---|---|---|
| Counts | 112 | 1,052 | |
| Age Groups | | | |
| 18-24 | | 1% | N/A |
| 25-39 | 5% | 22% | N/A |
| 40-54 | 35% | 38% | N/A |
| 55-64 | 42% | 32% | N/A |
| 65-70 | 18% | 5% | N/A |
| 70+ | | | N/A |
| Declined to Respond | | 1% | N/A |

*Include the circuit courts of Jackson County, St. Louis County and the city of St. Louis.*

## Mid-Size Courts

| Mid-Size Courts* | Judges | Employees | Census Data |
|---|---|---|---|
| Counts | 72 | 714 | |
| Age Groups | | | |
| 18-24 | | 5% | N/A |
| 25-39 | 11% | 31% | N/A |
| 40-54 | 26% | 36% | N/A |
| 55-64 | 47% | 23% | N/A |
| 65-70 | 15% | 4% | N/A |
| 70+ | | | N/A |
| Declined to Respond | | 1% | N/A |

*Include the following circuit courts: 6th (Platte County), 7th (Clay County), 11th (St. Charles County), 13th (Boone and Callaway counties), 19th (Cole County), 31st (Greene County), 32nd (Bollinger, Cape Girardeau and Perry counties), 38th (Christian County) and 46th (Taney County).*

## Rural Courts

| Rural Courts* | Judges | Employees | Census Data |
|---|---|---|---|
| Counts | 193 | 1,521 | |
| Age Groups | | | |
| 18-24 | | 3% | N/A |
| 25-39 | 5% | 24% | N/A |
| 40-54 | 38% | 41% | N/A |
| 55-64 | 44% | 27% | N/A |
| 65-70 | 14% | 4% | N/A |
| 70+ | | 1% | N/A |
| Declined to Respond | | | N/A |

*Include the remaining 34 circuit courts.*

# Conclusion

This report expands the 2017 National Center for State Courts Study and serves as a baseline for data on diversity within the Missouri Judiciary. This data will be updated in the future to assist leaders in examining the progress made on increasing diversity and to make informed decisions regarding the workforce within the Missouri Judiciary. The process for collecting this data will be reviewed to increase the accuracy of the data collected in hopes of reaching the entire Missouri Judiciary workforce population.

The data collected shows that Missouri judges are reflective of national judge data for gender and are consistent with the racial/ethnic composition of The Missouri Bar. For all Missouri Judiciary personnel – judges and employees combined – three out of four are female, nearly one in six is racially and ethnically diverse (African-American, Hispanic/Latino, Asian, or two or more races), and two out of three are 54 years of age or younger.

Several studies have found the benefits of creating a diverse workforce – such as increased collaboration, broader viewpoints represented, and increased legitimacy from the public – because the organization reflects the population it serves. Increasing diversity within an organization is an ongoing goal, which the Missouri Judiciary, like other organizations, hopes to achieve.

# Appendix A

**Methods**

Survey Monkey™ was used to create and distribute a survey intended to identify the demographic composition of non-state-paid judicial employees (Appendix B). Non-state-paid employees were identified by cross referencing the Lotus Notes e-mail addresses of all judicial employees to the SAM II database containing only state-paid staff. Any individual whose personal identifying e-mail address duplicated in both the Lotus Notes and SAM II databases was identified as a state-paid employee and removed from future consideration. The remaining, presumably non-state-paid employees, received an e-mail describing the intent of the study and directed them to activate an embedded hyperlink to the active survey. Prior to distribution of the survey, the presiding judge of each court was contacted to encourage staff participation. Post-survey participation was also solicited for a period of two weeks to maximize response rate. Information requested mirrored the 2017 NCSC survey of state-paid employees, specifically race, ethnicity, gender, age and education level.

Of the 2,005 individuals surveyed, 1,196 responses were received, for a total response rate of 60%. Filtering out responses from temporary, contractual, grant-funded, municipal (sans the city of St. Louis) and extraneous state-paid employees resulted in a final non-state-paid count of 891 respondents.

How well our sample (891) represents the population is measured by two statistics – the survey's margin of error and confidence level. For example, a survey may have a margin of error of plus or minus 3% at a 95% level of confidence. These terms simply mean that if the survey were conducted 100 times, the data would be within a certain number of percentage points above or below the percentage reported in 95 of the 100 surveys.[11] Our 891 results produced a margin of error of approximately 3.25% and a confidence level of 99%. Typically, researchers use a 95% level of confidence and between a 4% and 8% margin of error.[12]

It was determined that this sample was representative of the population and the results were statistically significant. Our results produced even better confidence levels and margins of error than most researchers, meaning that if we were to conduct the survey again, we can assume our results would be within 3.25%, 99 out of the 100 times we conducted the survey.

Due to the importance of monitoring the demographic composition of Missouri's court employees on an ongoing basis, the ability to identify this information for non-state-paid employees could be improved.

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[11] https://www.isixsigma.com/tools-templates/sampling-data/margin-error-and-confidence-levels-made-simple/
[12] https://www.surveysystem.com/sscalc.htm

**Judges/Commissioners** – Job category only includes those who are judges or commissioners for the courts in the state of Missouri. The data for the judges and commissioners was compiled from the SAM II Payroll System Database.

**State Employees (non-judge)** – This category includes all job classifications within the Missouri Judiciary except for judges and commissioners. These workers are all paid and employed by the state of Missouri. The data for these workers was compiled from the SAM II Payroll System Database.

**Other Court Employees (non-judge)** – This category includes all job classifications within the Missouri Judiciary except for judges and commissioners. These workers are employed by entities other than the state of Missouri. This would include those who are paid and employed through the counties or the city of St. Louis. The data for these workers was compiled through the OSCA Diversity Survey (OSCA Research Section, 2018) (See Appendix A for more about the OSCA Diversity Survey).

The data for state employed workers (non-judge) and other court employees consists of many different job classifications. Those classifications were broken down into several job categories and the demographics for those categories analyzed. The following tables contain data for the entire Missouri Judiciary. This would include judges and commissioners, state-paid employees (non-judge) and other court employees (non-judge). The first table is a simple count for the number of each race/ethnicity within each of the job categories. The second table is the percentage of each race/ethnicity within each job category. The data is meant to be read from left to right to show the total demographic breakdown for each job category.

| Table 1 | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Count** | African-American | Asian | Hispanic or Latino | Native American | Two or More Races | Caucasian | Unknown | Total |
| **Accounting/Budget** | 4 | 0 | 1 | 0 | 2 | 28 | 1 | 36 |
| **Administrative/Secretarial** | 7 | 0 | 3 | 1 | 1 | 97 | 4 | 113 |
| **Administrators/Managers/Supervisors** | 32 | 0 | 3 | 1 | 0 | 186 | 6 | 228 |
| **Clerks/Reporters** | 198 | 12 | 27 | 13 | 32 | 1589 | 96 | 1967 |
| **IT Specialties** | 4 | 5 | 0 | 1 | 0 | 79 | 5 | 94 |
| **Judges/Commissioners** | 24 | 2 | 4 | 3 | 4 | 359 | 20 | 416 |
| **Juvenile/Family Services** | 88 | 2 | 6 | 2 | 16 | 633 | 43 | 790 |
| **Legal Counsel** | 9 | 1 | 2 | 0 | 4 | 94 | 3 | 113 |
| **Maintenance/Building Maintenance** | 1 | 0 | 0 | 0 | 0 | 10 | 0 | 11 |
| **Management Analysts** | 2 | 1 | 0 | 0 | 1 | 71 | 3 | 78 |
| **Marshalls/Bailiffs/Security** | 11 | 0 | 0 | 1 | 0 | 51 | 4 | 67 |
| **Other** | 34 | 1 | 4 | 0 | 2 | 126 | 17 | 184 |

## Table 2

| Percentages | African-American | Asian | Hispanic or Latino | Native American | Two or More Races | Caucasian | Unknown |
|---|---|---|---|---|---|---|---|
| **Accounting/Budget** | **11%** | **0%** | **3%** | **0%** | **6%** | **78%** | **3%** |
| **Administrative/Secretarial** | **6%** | **0%** | **3%** | **1%** | **1%** | **86%** | **4%** |
| **Administrators/Managers/Supervisors** | **14%** | **0%** | **1%** | **0%** | **0%** | **82%** | **3%** |
| **Clerks/Reporters** | **10%** | **1%** | **1%** | **1%** | **2%** | **81%** | **5%** |
| **IT Specialties** | **4%** | **5%** | **0%** | **1%** | **0%** | **84%** | **5%** |
| **Judges/Commissioners** | **6%** | **0%** | **1%** | **1%** | **11%** | **86%** | **5%** |
| **Juvenile/Family Services** | **11%** | **0%** | **1%** | **0%** | **2%** | **80%** | **5%** |
| **Legal Counsel** | **8%** | **1%** | **2%** | **0%** | **4%** | **83%** | **3%** |
| **Maintenance/Building Maintenance** | **9%** | **0%** | **0%** | **0%** | **0%** | **91%** | **0%** |
| **Management Analysts** | **3%** | **1%** | **0%** | **0%** | **1%** | **91%** | **4%** |
| **Marshals/Bailiffs/Security** | **16%** | **0%** | **0%** | **1%** | **0%** | **76%** | **6%** |
| **Other** | **18%** | **1%** | **2%** | **0%** | **1%** | **68%** | **9%** |

# Job Categories

**Accounting/Budget**: Consists of all classes of Accountants, Fiscal Officers, Budget and Finance positions within the Missouri Judiciary.

**Administrative/Secretarial**: Consists of all classes of Administrative Support staff, Administrative Assistants, Judicial Administrative Assistants, Secretaries to Presiding Judges and Special Assistants.

**Administrators/Managers/Supervisors**: Consists of all classes of Court Administrators, Treatment Court Administrators, Court Managers and Court Supervisors, and within OSCA, all Division Directors, Managers and Supervisors.

**Clerks/Reporters**: Consists of all classes of Circuit Clerks, Court Clerks, Law Clerks, Court Support Staff and Court Reporters.

**IT Specialties**: Consists of all classes of Information Technologists, Programmers, Software Engineers, Computer Support Technicians and System Administrators.

**Judges/Commissioners**: Consists of Associate Circuit Judges, Circuit Judges, Appellate Judges, Supreme Court Justices, Drug Court Commissioners, Family Court Commissioners and Probate Commissioners.

**Juvenile/Family Services**: Consists of all classes of Juvenile Officers, Youth Care Specialists, Detention Aides, Detention Juvenile Officers, Food Service Workers, Juvenile Court Program Specialists and Juvenile Administrative Support Staff.

**Legal Counsel**: Consists of all classes of Attorney and Legal Staff, Legal Counsel, Staff Counsel, Communications Counsel, Research Attorneys, and Commission on Retirement, Removal and Discipline Counsel.

**Maintenance/Building Maintenance**: Consists of all classes of Building Operations Specialists, Maintenance Workers and Custodians.

**Management Analysts**: Consists of all classes of Management Analysts and Business Analysts.

**Marshals/Bailiffs/Security**: Consists of all classes of Court Security Officers, Court Marshals and Bailiffs.

**Other**: This category consists of all jobs classifications that did not fall into any of the other categories represented. These include but are not limited to Medical Staff, Librarians, Human Resources Officers (not employed by the state of Missouri), Program Specialists, Transcription Specialists, Inventory Specialists and Investigators.

# Appendix C

The United States Census Bureau data provided in this document is projected population data for 2018 derived from the last United States Census conducted (2010). The following information is directly quoted from https://www.census.gov/programs-surveys/popproj/about.htm.

**Population Projections**

"What are population projections?

Population projections are estimates of the population for future dates. They are typically based on an estimated population consistent with the most recent decennial census and are produced using the cohort-component method. Projections illustrate possible courses of population change based on assumptions about future births, deaths, net international migration, and domestic migration. In some cases, several series of projections are produced based on alternative assumptions for future fertility, life expectancy, net international migration, and (for state-level projections) state-to-state or domestic migration.

How are estimates different from projections?

While projections and estimates may appear similar, there are some distinct differences between the two measures. Estimates are for the past and present, while projections are based on assumptions about future demographic trends. Estimates generally use existing data collected from various sources, while projections make assumptions about what demographic trends will be in the future. Data users may find both an estimate and a projection available for the same date (e.g., July 2011), which may not agree. In such cases, estimates are the preferred data, unless the user's objective is to compare the number with others in the projected series.

What is the cohort-component method?

In the cohort-component method, the components of population change (fertility, mortality, and net migration) are projected separately for each birth cohort (persons born in a given year). The base population is advanced each year by using projected survival rates and net international migration. Each year, a new birth cohort is added to the population by applying the projected fertility rates to the female population. For a more detailed explanation of methodologies used, see the Methodology section. (United States Census Bureau, 2017)"

# Appendix D

Missouri's 46 judicial circuits and three districts of the Missouri Court of Appeals.
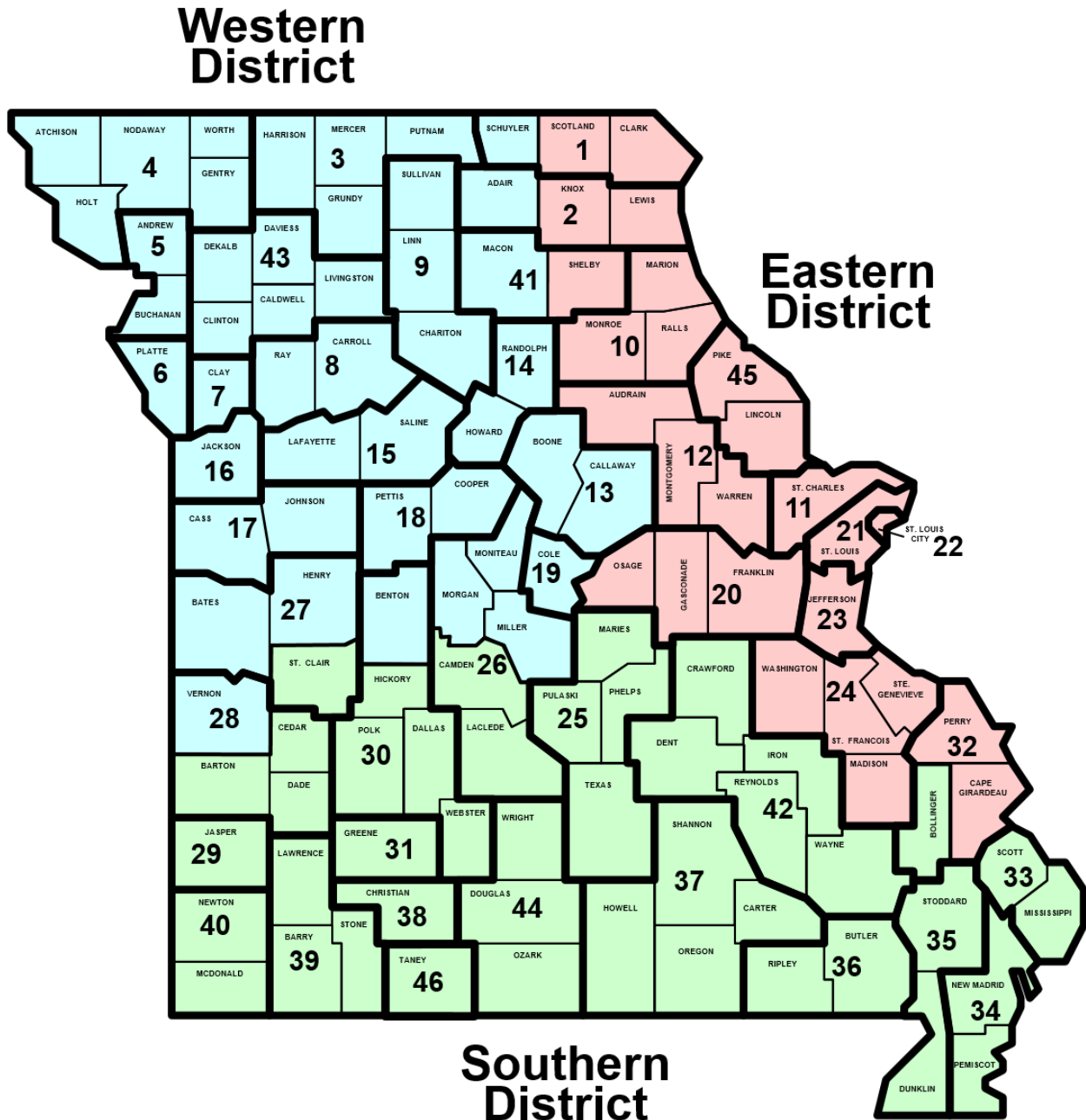
| Nonpartisan Courts | Judges | State-Paid Workers | Non-State-Paid Workers | Census Data |
|---|---|---|---|---|
| **Counts** | **180** | **906** | **635** | |
| **Race/Ethnicity** | | | | |
| African-American | 14% | 20% | 23% | 12% |
| Asian | 2% | 1% | 1% | 2% |
| Caucasian | 77% | 70% | 65% | 80% |
| Hispanic or Latino | 2% | 2% | 1% | 4% |
| Native American | | 1% | | 1% |
| 2 or More Races | 1% | 2% | 3% | |
| Unknown/Declined to Respond | 4% | 4% | 6% | |
| **Gender** | | | | |
| Female | 39% | 84% | 66% | 51% |
| Male | 61% | 16% | 32% | 49% |
| Unknown | | | 2% | |
| **Age Groups** | | | | |
| 18-24 | | 2% | 1% | N/A |
| 25-39 | 3% | 28% | 21% | N/A |
| 40-54 | 33% | 37% | 37% | N/A |
| 55-64 | 43% | 27% | 32% | N/A |
| 65-70 | 21% | 5% | 6% | N/A |
| 70+ | | 1% | | N/A |
| Declined to Respond | | | 3% | N/A |

*Census data includes Clay, Platte, Jackson, Greene, and St Louis counties; the city of St. Louis; all three appellate districts; and Supreme Court*

| Elected Courts | Judges | State-Paid Workers | Non-State-Paid Workers | Census Data |
|---|---|---|---|---|
| **Counts** | **235** | **1681** | **256** | |
| **Race/Ethnicity** | | | | |
| African-American | | 2% | 5% | 4% |
| Asian | | | | 1% |
| Caucasian | 92% | 90% | 85% | 91% |
| Hispanic or Latino | 1% | 1% | 2% | 3% |
| Native American | 1% | 1% | 1% | 1% |
| 2 or More Races | 1% | 1% | 2% | |
| Unknown/Declined to Respond | 5% | 5% | 5% | |
| **Gender** | | | | |
| Female | 21% | 87% | 63% | 50% |
| Male | 79% | 13% | 34% | 50% |
| Unknown | | | 3% | |
| **Age Groups** | | | | |
| 18-24 | | 4% | 2% | N/A |
| 25-39 | 7% | 23% | 29% | N/A |
| 40-54 | 35% | 40% | 39% | N/A |
| 55-64 | 44% | 28% | 21% | N/A |
| 65-70 | 14% | 3% | 4% | N/A |
| 70+ | | 1% | | N/A |
| Declined to Respond | | | 5% | N/A |

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